



Le TAG

Quarterly report / September 2021



Word from Management

Hello everyone!

I hope you enjoyed your vacations and had a good time with your family!

Fall is already upon us and you all know that at ABF, this is our busiest time of the year in terms of volume. Our production teams in Victoriaville are already working 7 days a week to keep up with the pace of the work. Of course, this also requires our technical and administrative staff to re-double their efforts in order to offer all our customers the **LEGENDARY** service on which our company, ARMA-TURES BOIS-FRANCS INC. has been based for 45 years.

The optimistic economic outlook for the next few years seems to be very real. It's been a while since we've seen so many regions busy at this time of year, of course starting with Montreal, but also Ottawa and Quebec City which are also very busy. With all this excitement in our industry, we are already working on solutions or at least improvements in each department to improve your happiness index at work.

I would also like to take this opportunity to congratulate all of us, as ABF has been ranked 27th in Quebec's construction champions for 2020... that's no small feat, and that's not even counting our activities in Ontario!

Well done!

François Vallières, Executive Vice President

Upcoming Statutory Holidays

Monday October 11th
2021: Thanksgiving Day

Friday November 12th
2021: Remembrance Day



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New projects



Seniors' House, Beloeil, 925 MT



Seniors' House, Val-d'Or, 450 MT



Station G Phase 3, Mascouche, 735 MT

And also without forgetting...

- ⇒ St-Philippe Residence Phase 3, Quebec, 630 MT
- ⇒ SQI Addition of secondary spaces, Drummondville, 1 000 MT
- ⇒ Gare Viger South Tower B, Montreal, 700 MT
- ⇒ Seniors' House, Lebourgneuf, 500 MT
- ⇒ Seniors' House, Ste-Foy, 400 MT
- ⇒ QC-Vantage, Pointe-Claire, 850 MT

ABF events



On July 13th, Victoriaville's office and plant employees were able to enjoy a food-truck that had moved directly into the parking lot. Indeed, the Crystalina food-truck gave each employee present an ice cream cone. This event was a real success!

Last August, management acquired a new hiab truck with an articulated arm crane. This new toy can lift almost 2,500 pounds!

If you come across this truck, say hello to Martin Lampron, who is the driver!



Did you use the items in the ABF 45th Anniversary Summer Box during your vacation?

This gift box was appreciated by all employees!

THANK YOU to ABF management for this generous gift! 😊

ABF events (continued)

Last Thursday, August 26th, the **ABF 2021 Golf Open** was held for the employees of the Victoriaville office. With the beautiful weather that Mother Nature sent us, this day was filled with smiles and beautiful moments between colleagues. Here are some pictures of this event:



ABF events (continued)

2021 ABF Golf Open



And the winners with -2:
Dominic Mercier, François
Rousseau et Serge Gonthier
(absent on the picture)

Your Social Club

On Saturday August 21st, members of the ABF Social Club and their families went to the Miller Zoo in Frampton, Beauce.

The activity was well appreciated by all!

Here are a few pictures of this day where young and old alike were able to meet even the most terrifying animals!



Your IT news

When it's free, it's too expensive

Free on the Internet always comes with a hidden cost. And when you discover it, it's sometimes too late to back out.

The dangers of offering free services on the Internet are well known. The company that offers a service for free must find its profit elsewhere. Facebook is free because the personal information posted there is worth its weight in gold to advertisers. As the saying goes, "if it's free, you're the product".

The formula, as effective as it is, is however incomplete. Free Internet is also a way to win users and to monetize at a high price the services they use at a time when they can hardly leave.

Since June 1, for example, it is no longer possible to save images for free on Google Photos beyond 15 gigabytes (GB), i.e., about 5,000 high-resolution photos. The ones that are already there can stay there, but you have to pay to add new ones. For the one billion Google Photos users worldwide, some of whom have accumulated tens of thousands of photos, switching services would be difficult: sending everything to a new paid site (no site is free for such a large quantity) is expensive, and sorting out only some of them is a daunting task. Some people can keep their old photos at Google and switch to another storage method for new ones, but this two-application solution is not ideal.

As another example, when Google launched Gmail in 2004, the email service's slogan was "Search, don't sort," an invitation to accumulate as much data as possible. Some 15 years later, users who have saved hundreds of thousands of emails now have to pay every month to continue using their address, because they have ex-

ceeded the storage limit, which once seemed impossible to reach.

The problem in both examples is not that a service is paid for, but rather that it becomes paid for when the user is hooked and it is not tempting for them to store around for all the options on the market - even if they are likely to find one that is more suitable. The mirage of free (maintained for years by the bottomless pockets of the tech giants) made him choose a solution that may not have been the best for his needs, but which he is now stuck with.

The question now is what services might be coming next that could be paid for. Personal assistants, such as Amazon's Alexa, are likely to be among them. After all, these cost their creators a lot of money, they make almost no money, and it will be increasingly difficult to do without them (for children who grow up with them or for smart home owners, for example).

The solution: always plan an exit before adopting a free ecosystem, such as buying speakers that are compatible with multiple assistants and services with paid options that are within your budget. Because usually, when it's free, it's too expensive. ♦♦♦♦♦

Source: L'Actualité (03/02/2021)

Your HR news

THE HUMAN RESOURCES DEPARTMENT

Here we are officially with a brand new column that will aim to demystify the human resources function at ABF. We will use this space to talk in general about different terms related to human resources management (HRM).

It has been 4 years since ABF took the decision to create the human resources function, the objective behind this change: to support production through recommendations, reception, integration and retention of employees, communication, coaching, etc. In 2021, ABF, wishing to be recognized as a leader and an employer of choice through management practices that meet or exceed the market, decided to add an additional resource to the team.

One of the distinguishing characteristics of HRM is that it is performed by many stakeholders in the organization, since everyone who has at least one person to supervise is doing HRM, we are talking about **shared responsibility**.

In closing, did you know that?

Some HRM practices are more effective than others. Here is a list of 10 HRM practice themes that can influence job satisfaction, organizational commitment and employee retention.

Work-life balance	Leadership
Communication and participation	Performance evaluation
The selection	Reception and integration
Training and development	Remuneration
Social benefits	The organization of work
The characteristics of the job	

Ref: : Professeur Fabi et ses collaborateurs (2010)

We hope you enjoyed this first review!

The human resources team



Occupational Health & Safety

Procedures & Proper Working Methods...

The key to a job well done!

In most organizations, there is a pre-established way of doing each thing. This is generally referred to as a procedure or working method.

The key to efficiency

The knowledge and day-to-day application of proper working methods offers many advantages, namely:

Uniformity and quality

By ensuring that everyone works the same way, clear and precise procedures help the organization achieve consistent quality in its products and services, thus enabling it to remain competitive.

Efficient planning

Well-defined procedures also make it easier to manage deadlines and schedules by providing planners with better knowledge of the time and resources required to perform each given task.

Adequate training

Clear and detailed procedures help the organization train new employees and replacements more rapidly and more efficiently.

Increased safety

Safety requirements (environment, specific hazards, hazardous substances, required safety gear, etc.) make up an important part of a complete procedure.

Continuous improvement

Uniform procedures provide managers and supervisors with a tool to evaluate each task objectively in order to make required

changes and/or improvements.

A shared responsibility

Employers and employees alike have a responsibility in upholding proper working methods and keeping procedures up-to-date. Hence...

Employers must make sure that all procedures and working methods are as clear, precise and complete as possible. They must also keep them up-to-date and see they evolve in pace with new developments and technological advancements.

Employees must apply procedures as rigorously as possible and employ proper working methods at all times. They must also advise their employer of any shortcomings or questionable aspects of a procedure that could warrant a revision or even the removal of the procedure in question.

Born from experience

Procedures and working methods embody the expertise and know-how acquired by the organization over the years, enriched by the experiences and contributions of its employees. Their application therefore plays a crucial role in achieving efficiency and productivity, and in maintaining the overall quality of the products and services offered by the organization.

Proceed... with common sense!

We are sometimes faced with an unforeseen situation or unusual task for which a procedure exists. When this happens, common sense must dictate our behavior.

Questions? Contact your H&S team!

New ABF's employees

Name	Department
Alexandre Tardif	Factory
Andrew Rene	Worksite
Andrew James Lyon	Worksite
Aronhientha Trent Isaac Benedict Oakes	Worksite
Cedric Lafleche	Worksite
Charles D'Amours	Office
Christopher Sheppard	Factory
Eduardo Ranferi Gonzalez	Factory
Fares Guessabi	Office
Herman Rinaldo Miranda Chajchalac	Factory
Joe Henry Vilbrun	Worksite
Jose Alexander Teleguario Cocon	Factory
Jose Alfredo Morales Cumes	Factory
Jose Orlando Ramirez Garcia	Factory
Juan Carlos Cocon Saguach	Factory
Julio Gabriel Macario Tumacaj	Factory
Keven McGraw	Worksite

Name	Department
Luka Pelletier	Worksite
Mario Therrien	Delivery
Martine Boucher	Office
Marvin Joel Chonay Morin	Factory
Maxime Barriault	Worksite
Maxime Gardner	Worksite
Michael Beauchamp	Worksite
Michael Valela	Worksite
Miguel Laneuville Lemieux	Worksite
Morales Cutzal Wilmer Alexander	Factory
Mylenne Mousseau	Office
Nathalie Silverthorn	Worksite
Nicolas Desnoyers	Worksite
Nicolas Theoret	Worksite
Noemie Boulay- Desjardins	Worksite
Osmar Manolo Sancir Cutzal	Factory
Pedro Tujal Ajzalam	Factory

Welcome to all new employees to
the ABF family! 😊

New ABF's employees (continued)

Name	Department
Pierre Joseph	Worksite
Rafael Cuzal Yax	Factory
Raphael Beauregard	Worksite
Roberto Cocon Saguach	Factory
Robin Gosselin	Worksite
Rolando Semet	Factory
Steven Vaillancourt-Goulet	Worksite

Name	Department
Tyler McLachlan	Worksite
Vanessa Hetu	Worksite
Walter Equite Zet	Factory
Wyatt Nairn	Worksite
Yan Verville	Office
Yania Garcia Bryan Keneth	Factory
Zachary Murphy	Worksite

Welcome to all new employees to the ABF family! 😊

Contact me!

Contact me to obtain or submit
additional information:

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